

Hours Not Worked PARC

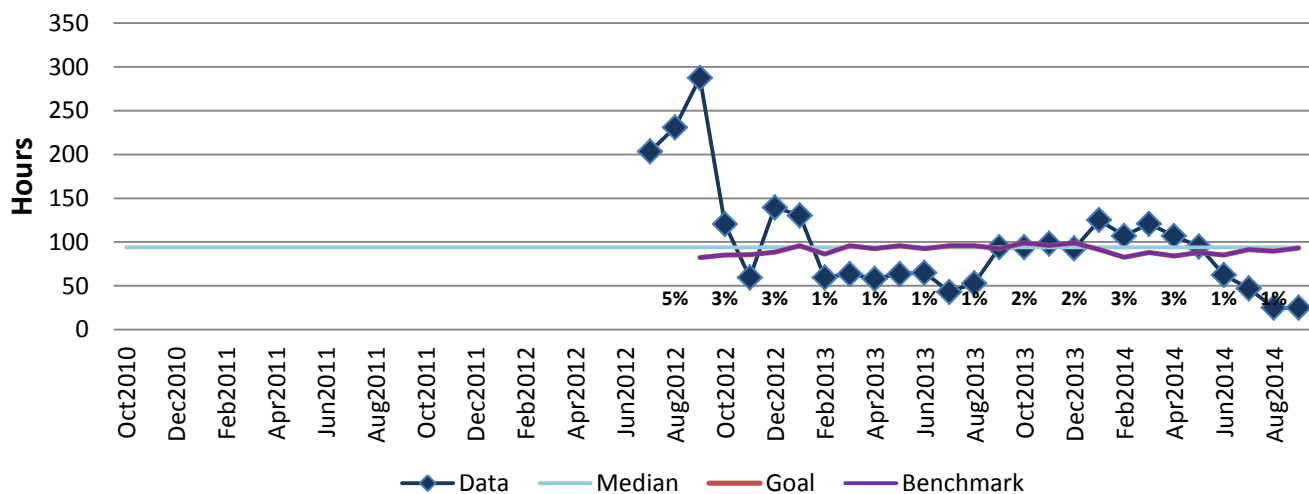


KPI Owner: Gerald Howell

Process: Time & Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY-13, 2.77% (Monthly Avg. 123 hrs)		Data Source: Payable Time Peoplesoft	Plan-Do-Check-Act Step 8: Monitor and diagnose		
Goal: Compared to a baseline of 2.77%, reduce hours not worked to 2% of total hours worked in FY15 (July 2014-June 2015)		Goal Source: PARC Scope Summary	Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays)		
Benchmark: Local Government rate of 2%		Benchmark Source: Bureau of Labor Stats	Why Measure: Better understand culture impact on employee attendance		
			Next Improvement Step: Encourage the use of the Wellness Center, adherence to safe work practices and appropriate dress for the weather.		
How Are We Doing?					
Oct2013-Sep2014 12 Month Goal	Oct2013-Sep2014 12 Month Actual		Sep2014 Goal	Sep2014 Actual	
1,088	999		93	25	
Hours	Hours		Hours	Hours	

Hours Not Worked



Oct2013-Sep2014 Pareto Analysis

